

STEPSTONE ACADEMY
**PROHIBITION AGAINST AFFIRMATIONS
OF SPECIFIC BELIEFS POLICY**

The Board of Directors hereby adopts the following Policy regarding specific beliefs, affiliations, ideals, or principles concerning political movements or ideology.

The School is hereby prohibited from doing any of the following:

- I. Soliciting or requiring an employee or applicant for employment or academic admission to affirmatively ascribe to, or opine about, specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology;
- II. Soliciting or requiring a student to affirmatively ascribe to specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology;
- III. Using statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements or ideology as part of the evaluation criteria for any employee or applicant for employment, of any employee seeking career progression or benefit; or
- IV. Using statements of commitment to specific beliefs, affiliations, ideals, or principles concerning political movements or ideology as part of the academic evaluation of any student.

Nothing in this Policy shall be construed to prohibit, limit, or restrict any of the following:

- I. The School's authority to require a student or employee to comply with any federal or state law, including anti-discrimination laws, or to take action against a student or employee for violation of any federal or state law;
- II. An educator's academic freedom;
- III. An educator's ability to research or write publications about specific beliefs, affiliations, ideals, or principles concerning political movements, ideology, or social action;
- IV. The School's authority to consider an applicant for employment's scholarship, teaching, or subject matter expertise in the applicant's given academic field; or
- V. The School's authority to offer an established character education program.

The School administrator shall make publicly available all policies, guidance (not to include any protected legal communications or guidance), and training materials used for students and staff on all matters regarding specific beliefs, affiliations, ideals, or principles concerning political movements, or ideology. The School administrator has the discretion to determine which policies, guidance, or training materials, if any, meet this requirement and therefore must be made publicly available.